

EXHIBIT D

Invitation to complete a Form for Klein Independent School District

From: Klein Independent School District <mailbot@applitrack.com>

Sent: Sat, Oct 16, 2021 at 1:29 pm

To: Sherry Herron

RE:Thomas Taylor

Dear Sherry Herron,

You are listed as a reference for Thomas Taylor. Our district may not consider an applicant for employment prior to having obtained feedback from all persons listed as references. To expedite the process and to eliminate as much paperwork as possible, we would greatly appreciate it if you would respond to the survey by way of the following link:

Online Reference Survey

<https://www.applitrack.com/kleinisd/onlineapp/eForm.aspx?id=a67f0da5-3bdc-4e96-82e4-12fc0fbff8f2>

After you click the link above, please fill out the requested information. Your responses are kept confidential and are visible only to authorized parties.

Note: This email is being sent from an automated system. DO NOT REPLY TO THIS EMAIL as responses will not be received.

Thank you,

HR/Substitute Department

10.16.21

Substitute Reference

Organization: Klein Independent School District Applicant: Thomas Taylor

Assigned To: Reference = Sherry Herron

[Show History](#)

Please answer the questions below.

Thomas Taylor is an applicant for a substitute position. The information that you provide will help us make important staffing decisions. Thank you.

* What is your relationship to this applicant? Ex: Supervisor, Employer, Co-worker, Teacher, Personal Acquaintance, Family Member

Supervisor

* Did you or do you work or volunteer with the applicant? If yes, name of employer or organization.

School of the Woods

* How long have you known the applicant?

2 years

	Outstanding	Above Average	Average	Needs Improvement	No Basis for Judgment	Comments
1. Personal integrity	* <input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
2. Interpersonal skills-works well with others	* <input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
3. Self control-handles stress	* <input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
4. Ability to plan and organize	* <input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
5. Ability to communicate in English	* <input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
6. Follows directions	* <input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
7. Dependable and punctual	* <input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
8. Problem-solving skills	* <input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
9. Responsible for tasks	* <input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
10. Shows initiative-personal motivation	* <input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
11. Attitude towards children and teens	* <input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
12. Success in educational environment	* <input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

* Would you recommend this applicant for hire/rehire? If no, please explain.

Yes

* Do you know any reason why the applicant should not be employed to work with students? If yes, please explain.

No

* Your Name:

Sherry Herron

* Your Title:

Head of School

* Your Employer:

School of the Woods

Submit Form

10.16.21

Substitute Reference

Klein Independent School District

Thank you!

This submission has been recorded.